



The

ADC

We Strive Toward Excellence

Post

DORA SCHIRO, DIRECTOR

DECEMBER 2006



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Agency Director Dora Schiro stands proudly with the ADC parade float and other participants at the 2006 Veterans Day Parade November 11 in downtown Phoenix. The department's float won First Place among entries from non-profit groups.

## ADC takes top parade prize

*Staff, inmates build winning float to honor vets, military employees*

Numerous hours, buckets of paint, mounds of paper mache and piles of wood resulted in the Arizona Department of Corrections winning First Place for its float, "Champions of Freedom," in the 2006 Phoenix Veterans Day Parade.

The department beat out nearly 100 other entries in this year's parade to win this distinguished recognition.

The parade float, constructed on a car trailer, honored ADC's veterans and active military, who account for one quarter of the department's total workforce and nearly one third of the CO series. Ninety-nine brave coworkers are on active duty and another 74 are at the ready, on standby for

deployment to protect our country.

Carrying on a tradition of building an award-winning entry, staff and inmates of ASPC-Lewis/Morey Unit spearheaded the design and construction of the float. Lt. Robert Hamilton and COII Roxanne Ellis of ASPC-Lewis were instrumental in getting the job done, along with COIIs Joseph Hamilton, Michael Carbajal and Douglas Sweezer.

Lt. Hamilton and four COs worked more than 100 hours, leading a crew of 25 inmates from the Work Based Education Program through four weeks of preparation for the parade.

"The inmates were excited about the opportunity and enthusiastic about the project," Lt. Hamilton said. "They took our basic plan and really took off with it and showed a lot of creativity and ingenuity to make it something special."

Better planning and more time went into this year's winning effort, following a Third Place finish in



Sgt. Bill Hart and Internal Communications Coordinator Virginia Strankman accept the First Place award for ADC at the Veterans Day Parade recognition banquet November 16.

last year's parade, ADC's first entry.

"This year was much more planned. We had more experience and a better idea of where we wanted to go," Lt. Hamilton added. This was ADC's second year to participate in the event.

Parade organizers presented ADC with a certificate, blue ribbon and deluxe trophy at the recognition ceremony. Lt. Hamilton took the trophy back to Lewis to cheer on staff and inmates who were unable to attend the banquet.

Organizers of the Veterans Day Parade honored ADC and other parade winners at a recognition banquet November 16 at the Carl T. Hayden Medical

Center in Phoenix.

This year's float participants included Sgt. Larry Brown of ASPC-Lewis, COII Pete Barwick of ASPC-Yuma, COII Robert Baynes of ASPC-Phoenix, COII Charles Browning of ASPC-Eyman, Sgt. Carl Combs of ASPC-Tucson, COII Victor Gonzales of ASPC-Florence, Sgt. William Hart of ASPC-Perryville, COII Betty Lehman, COII William Summers of ASPC-Lewis, COII Ray Tabor of ASPC-Douglas and the ASPC-Tucson Honor guard.

The Phoenix VA Parade has grown to become the fourth largest attended Veterans Day Parade in the nation.





# ADC looks to New Year, new ways to give



*Earlier this month, more than 200 exceptional corrections professionals met for our final Arizona Department of Corrections Five-Year Strategic Planning session in FY 2006.*

Deputy Director Steve Ickes, Division Directors Sublett, Burke and Goldsmith, the ten Wardens and a host of leaders from the facilities and field joined me in a dynamic discussion, the basis for updating our Plan and moving further and faster towards flagship status. In the course of many conversations that day we critiqued four story lines, the basis for one of our most undertakings to date: All of us at ADC telling our story to our constituency, Arizona citizens and tax payers.

That story has at least four facets and one important theme: the Arizona Department of Corrections – Keeping Arizona Safe. The first facet is about us – who we are, and what we do at work in and the community to keep Arizona safe. The second facet focuses on our most important customer, Arizona's crime victims and survivors. The third facet concerns our community service highlighting our phenomenal wild land fire fighting crews, brush abatement and reforestation. The fourth talks about another of our significant contributions to public safety, our K-9 unit. Each in its own way, the four PSA talk about you and the many gifts you give generously on and off the Job improving public safety.

As we move towards the winter solstice and its holy celebrations and then onto the New Year, join with me and together, let's take this opportunity to reflect on just some of your considerable accomplishments during 2006 recommitting ourselves to the work ahead in 2007 keeping Arizona safe.

ADC employees and the offenders you supervise stepped up in unprecedented ways in 2006 giving back to communities throughout Arizona through charitable contributions, Community Betterment initiatives, Restorative Justice efforts and individual voluntarism.

You'll recall that in 2005, ADC was the single largest contributor to the State Employees Charitable Campaign with more than \$400,000 donated by ADC employees and nearly \$160,000 given by inmates, for a grand total of \$560,000. As contributions come in and are tabulated for 2006, it appears that ADC's generosity will again exceed one half million dollars during this year's campaign. Let's not take this for granted however. If you haven't returned your pledge card yet, there is still time to do so. Please, do so!

ADC staff and inmates also led all agencies again in 2006 collecting a record 42,000 educational items and nearly \$16,000 in cash to Governor Janet Napolitano's Pack to School supply drive.

ADC also participated in dozens of Community Better-

ment and Restorative Justice projects in FY 2006 including as terrific examples:

- For the sixth year, staff at ASPC-Douglas participated in the Angel Tree program and hosted a gift-giving celebration on December 15 for kids through their partnership with Child Protective Services.
- ASPC-Eyman staff held a toy drive in December for deserving children in Coolidge's Head Start program sponsoring six classrooms of 15-20 students each.
- ASPC-Florence brought a full house of Christmas cheer to an area foster family with the donation of 13 refurbished bicycles from East Unit.
- Inspired by their success during the Pack the Bus supply drive this past summer, staff and inmates at ASPC-Lewis launched a "Pack the Pantry" food drive to support St. Mary's/Westside Food Bank Alliance yielding palates of food and baby items and thousands of dollars in cash donations; total contribution tabulation still pending.
- Staff and inmates at ASPC-Perryville teamed up with the East Valley Women's League decorating and stuffing Christmas stockings for Avondale's New Life Shelter.
- Inmates and staff at ASPC-Phoenix continue to refurbish used bicycles for needy kids throughout Arizona.
- Staff at ASPC-Safford participated in a Christmas Angel program for ADC children in need buying and gifts anonymously and holding a holiday party for them.
- ASPC-Tucson staff showed their generosity supporting fellow complex employees with a toy drive and Christmas party for worthy kids.
- Staff and inmates at ASPC-Yuma participated in Take Pride in America cleanup project on the Colorado River and built a new playground for Child and Family Services, Inc.
- At ASPC-Winslow the Wildland Fire Crew partnered with the Northern Arizona Food Bank's Wood for Winter Warmth drive cutting wood to help low income and rural Arizonans brave the cold working.

ADC met the unique challenges that came our way in 2006 and continued to support our brave troops on active duty in Iraq and elsewhere with cards, letters and care packages from their units.

Each in your own way, all of you have stepped up at every opportunity this year giving generously to others in your community – ours and Arizona's – through ADC efforts and in your personal lives away from ADC. You are caring and competent and exceptionally civil, civil servants.

You do us proud. You are the Arizona Department of Corrections: Keeping Arizona safe.

From her desk

## Department gets \$50K federal grant for victims services

Thanks to a little help from Washington and the dedication of the Arizona Department of Corrections' Office of Victims Services, the needs of Arizona's Spanish-speaking crime victims will be addressed.

"The department remains deeply committed to the victims of crime as partners in our public safety mission," ADC Director Dora Schriro said. "That crucial mission extends to all Arizonans and this project will help us reach out to crime victims in all communities."

The Department of Justice

Office for Victims of Crime has awarded a \$50,000 grant to ADC as part of the federal agency's 2006 Public Awareness Campaign for Underserved Populations.

Funded by fines, penalty assessments and bond forfeitures of convicted federal criminal offenders, the grant will support ADC in a project partnership to increase victims' rights awareness in Arizona's Spanish-speaking communities.

The project has four goals:

- To educate and inform Spanish-speaking victims

of crime in Maricopa County about victims' rights.

- To work with various community partners to improve and leverage the quality of educational material.

- To increase the numbers and types of materials available and assure wide distribution.

- To support the planning and development of public awareness initiatives about crime victim issues and resources in the community. Information will be disseminated by newspaper/magazine publications, full-color posters, t-

shirts, public speaking engagements, and participation at local fairs and community events.

Victim's rights are an important issue in Arizona.

The Arizona state legislature established the Victim's Compensation Fund and in 1986 voters passed a Victim's Bill of Rights. Lawmakers, law enforcement and social service providers from the town of Guadalupe recognized and documented the need for domestic violence outreach and education in the Spanish-speaking community.

Over the last 15 years, Arizona has experienced growth by 40 percent growth rate and crime rate has increased similarly. The Hispanic population has grown 25.3 percent since 1990 in Arizona, compared to 12.5 percent nationally.

ADC will partner with Centro de Amistad, Inc., De Colores Domestic Violence Shelter and EnVision Project Management to develop and distribute culturally-appropriate materials in English and Spanish, to domestic violence victims, in Maricopa County.



# ADC fairs draw healthy crowds

## *Agency & partners promote better lifestyle choices to combat inmate illness*

*Formed into a loose line stretching 30 yards back, orange-clad inmates patiently wait for their turns at the checkup station to be weighed and measured and have their blood pressure read.*

Nearly 500 inmates participated in the Arizona Department of Corrections health fairs. During the all-day events October 18 and 19 at ASPC-Florence/North Unit and ASPC-Eyman/Cook Unit.

They viewed displays, spoke to health experts and received pamphlets about a variety of health concerns.

"At most of our health fairs, the line to sign up is huge," ADC Health Education Program Administrator Maureen Fitzpatrick said. "It takes about 45 minutes to an hour for each inmate to go through. They keep coming all throughout the day."

Health fairs focus on prevention of chronic illnesses affecting inmates, with topics including staphylococcus infection, TB, hepatitis, drug abuse, HIV/AIDS and diabetes. On-site counselors teach inmates how better choices make for better living.

"Health Fairs are one component of the Health Education Program designed to support improved quality of life through the promotion of chronic and communicable disease management and prevention," ADC Health Services Bureau Administrator Dr. Dennis Kendall said. "The goal is to positively impact inmate commitment to personal accountability and responsibility for behavior and decision making that has long-term effects on mental and physical health and wellness."

Other conditions addressed included hand washing, heart disease, cholesterol, anti-smoking, dental hygiene, STDs, nutrition, asthma, cancer and osteoporosis. Inmates and staff alike may benefit from the wide range of topics offered.

At one station, attendees learn a valuable lesson about proper hand washing as they apply fluorescent glitter lotion to their hands, wash them with soap and water, and then take a look under black light. Inmates

and staff alike are surprised to learn what it takes to get really clean when they see the glowing remnants of lotion still clinging to fingernails and freshly scrubbed hands. At another station, inmates line up to hold a small, handlebar-like electronic device, which precisely measures body fat percentage. While they wait turns, a dietician tells them about the benefits of proper diet. Participants in another line join in an interactive video health quiz.

"Cue 'em up and talk to them while they wait," said Ms. Fitzpatrick, explaining the strategy. Compelling photos of infected tattoos and smoldering spider bites or plastic bags filled with the preserved remains of cigarette-polluted human lungs never fail to draw a crowd.

Once there, the health pros draw inmates into useful discussions or sign them up for health classes.

### PARTNERS IN HEALTH

As participants elbow past the various and colorful displays, few escape the attention of Ana Maria Branham of the Maricopa County Department of Public Health, whose unbounded enthusiasm and sincere intensity compels inmates to cluster round her all day. Ms. Branham preaches the word on preventing hepatitis.

Thanks to a grant from the federal Center for Disease Control, MCDPH has joined ADC at the health fairs to help combat HIV/AIDS and hepatitis B and C, which studies indicate as a top health concerns for incarcerated populations and the general public.

Inmates are especially vulnerable to communicable disease and—since 97 percent of inmates will be released and the average stay of those is three years or less—better prevention is important to the whole community. The grant-funded hepatitis C peer educator program provides



**A health care worker reads an inmate's blood pressure as part of a basic health screening at the ADC health fair at ASPC-Florence, South Unit in October.**

MCDPH educators who train inmate peer educators in a pilot program at the Perryville and Lewis prison complexes. These inmate-educators work within the walls to teach others about preventing and managing the chronic disease. And the inmates often make better teachers, Ms. Branham said.

"Staff is sometimes seen with skepticism," Ms. Branham said. "But peer educators speak the same language, they have the same experiences. That is why we have had more success."

ADC program staff works closely with MCDPH to choose up to 20 peer mentors per unit. Inmates are carefully selected for dependability, knowledge of the material and outgoing personality before undergoing a 40-hour training class, testing and annual reevaluation. Once

trained, the peer educators receive no pay.

"The more the COIIs and wardens are involved, the more success we see in those units," Ms. Branham added.

Pinal County also partners with ADC and Jan Vidimos, program coordinator for the Pinal County Tobacco Use Prevention Program, spoke to inmates about the dangers of smoking. She registered 126 inmates for the county's six-week anti-smoking class at Florence and Eyman over two days.

"What we were able to accomplish there in just a brief amount of time was incredible," Ms. Vidimos said. "I have seen with my own eyes the gratitude of the inmates involved in the health fairs. Each one stopped by to learn all they could and ask questions."

Other ADC partners include the Substance Abuse and Mental Health Services Administration, the Lupus Foundation, the Arizona Heart Association, TERROS Behavioral Health Services, the Diabetes Education Association of Central Arizona, the University of Arizona Zuckerman College of Public Health, Arizona Department of Health Services and departments of public health in Pima, Yuma, Apache and Cochise counties.

Partners sign on because inmate audiences are receptive and agencies recognize the opportunity to make a positive impact.

"We are getting more and more health partners coming on board," said Ms. Fitzpatrick. "Once they come, they really enjoy the inmates and how appreciative they are. They know their efforts can really make difference."

When the health fair program began last year, the goal was to put on one event each month. But as interest and attendance have grown, ADC now aims to present twice-a-year health fairs at each of its ten prison complexes.

ADC Health Services looks forward to continuing its efforts throughout the state to improve the health of inmates and staff and save money for the agency and the taxpayers.



**Ana Maria Branham, a health educator with the Maricopa County Department of Public Health, engages an inmate in a discussion about preventing the spread of hepatitis and HIV/AIDS.**





# Around Ari

## FLORENCE

## PERRYVILLE

## CENTRAL OFFICE

**STRATEGIC SOIREE:** The department held the FY2008-2012 Final Strategic Planning Session of the year-December 5 at the Russell Auditorium at the Arizona Department of Emergency and Military Affairs in Phoenix.

Attended by more than 200 ADC employees from all levels throughout the state, the event featured a keynote speaker Miss Arizona Hillary Griffith, briefings of progress on commitments borne from the summer strategic planning sessions and key initiative report outs with opportunities for discussion.

## DOUGLAS

**CHRISTMAS KINDNESS:** Staff and inmates at Douglas Complex are participating in the Angel Tree program. This year, 64 angels will hang from a Christmas tree in the prison administration building and each represents a needy child in the Douglas and Bisbee areas.

Douglas staff will adopt each of the angels and learn a little about these deserving youths, such as age and gender, to help purchase an appropriate gift, which will be gift wrapped and given to the kids through CPS at a celebration with Santa Claus!

Inmates from the Eggers Unit helped cut out and decorate the paper angels and involvement of willing inmates promotes a sense of giving back to the community for a most worthy charitable cause.

Each year, ESA Veronica Abrigo coordinates the Angel Tree program for the Douglas Complex.



**CUTTIN' UP:** Florence Complex Wildland Fire Crew assisted at the Arizona National Guard Florence Training Site by cutting poles for range firing positions and building a Grenade Practice Range. Derek Martin, supervisor for the Florence Training Site said, "The Wildland Fire Crew has been a wonder. It has truly meant a difference."

The Florence Training Center Range is being used to prepare military staff for overseas deployment.

## EYMAN

**CANES FOR KIDS:** Collaborating with teacher Mary Morales and Wal-Mart to provide gifts for children in the Coolidge Head Start program, COII Lisa Celaya and COIII Dawn Beginski kicked off the Second Annual Eyman Complex Candy Cane Toy Drive.

The Coolidge Head Start program has six classrooms of 15-20 children. Each unit at Eyman was given a poster with classroom information and was challenged to raise \$300 to support their assigned classroom.



**PINES APLENTY:** More than 1,000 Pinus ponderosa seedlings (pine trees) arrived October 31 for the Work Based Education Program in horticulture at the Stiner Unit. Inmates water the seedlings, take temperature readings, add proper amounts of fertilizer and ensure the survival of the yearling pine trees.

In March, the Wildland Fire Crews will plant the yearling trees where fires have destroyed the Arizona forests. The efforts of the WBE Program and Wildland Fire Crews will help to restore Arizona's precious forest resources.

**STOCKING STUFFERS:** Female inmates at the Santa Maria Unit are decorating Christmas stockings to donate to local charities. All materials used to decorate the stocking were donated by the East Valley Women's League and the stockings will be stuffed with candy and donated to the New Life Shelter in Avondale.

Inmates at Santa Maria also donated \$345 to the West Valley Food Bank through SECC for the Holidays and their October ice cream and pie sale raised \$2,475.41 for the New Life Center.

**FAIRGROUND EFFORTS:** Twenty female inmates from Piestewa and Santa Maria units worked at the Arizona State Fair in October and November.

The inmates were taken to the fairgrounds after hours to pick up trash and clean the grandstand. The crew worked 16 days for a total of 2,560 hours.



## SAFFORD



**MUDPIE MAESTROS:** Remember playing in the mud and making mud pies? It was as easy as mix the mud, pour, mold, place and let dry. The Tonto Unit inmates have taken this a step further and the grounds are sporting some new artwork and landscaping.

About 30 inmates are now employed creating the art sculptures, with positions ranging from designers, artists, sifters, mixers, molders, painters and finishers.

**NEWLY ONBOARD:** Congratulations go to new CORP Board Member Matthew Proto, Physical Plant Supervisor II at Safford. Mr. Proto has been elected to a four-year term of office beginning December 20.

## WINSLOW

**SANTA'S HELPERS:** Winslow staff received a Christmas list from the foster children in Winslow. Staff will draw names and purchase the gifts and the Christmas Angel delivers them. The Christmas Angel program will collect all the presents by December 20 and will deliver them by the 22nd.

There is also an Angel Tree program for Winslow staff with children who could use some help around Christmas time. Tactical Support Unit (TSU) runs the program and staff may submit names anonymously.





# Zona

## TUCSON

**CHEERING THE TROOPS:** The military committee collected cards and Christmas packages in November to send to our troops overseas. We want to thank the troops them and let them know we support them.



**GOOD WORK:** COIII Schmidt of Complex CDU traveled with his church group to help in New Orleans, where Hurricane Katrina cleanup is still ongoing. He says the devastation there is still overwhelming, but the spirit of the city and the people who live there is something to be commended.

**TOP COP:** COII Mary Keefe, of the Cimarron Unit has been awarded the coveted 'Top Cop' Award and was presented a certificate commending her hard work.

## YUMA

**COMMUNITY BETTERMENT:** Staff and inmates of Copah Unit volunteered October 27 for National Make a Difference Day and assisted with the sanding and painting of the gym floor and basketball courts at the Salvation Army Boys and Girls Club of Yuma.

**RESTORATIVE EFFORTS:** Yuma Complex presented the Yuma County Safehouse with a donation of \$19,913.46 October 31.

Staff and inmates at Yuma have raised over \$77,000 in the past fourteen months, which has been donated to many local agencies and charities. In addition, more than 1,000 labor hours have been donated to the benefit of the various nonprofits in the area

## PHOENIX/GLOBE

**FOR THE VICTIMS:** Globe Unit inmates contributed a total of \$976 for Parents of Murdered Children and Homicide Survivors in September, October and November.

Inmates also worked to restore donated used bicycles throughout the year, which will be given to deserving kids in the community throughout the Holidays.

**BUILDING COMMUNITY:** Globe maintenance staff has helped with pantry remodeling and drywall at Maricopa Elder Abuse Prevention. Supplies were provided by MEAPA.

**HOLIDAY HEAD START:** Phoenix staff has adopted a Head Start Class at Wilson Elementary School. Phoenix will host a holiday party for the class December 21 and Santa will hand out presents and goodies.

The goal is to provide each child with one toy and one set of clothing.



# Warden Schroeder discusses ACA certification program

Continuing a pilot program started last year, Arizona Department of Corrections offers training and tuition assistance to employees who would like to obtain professional certification through the American Correctional Association.

"The ACA Certification program provides a nationally recognized method to recognize excellence among corrections professionals," ADC Training Bureau Administrator John Hallahan said. "This program enhances the professionalism of corrections through advancing the knowledge of corrections professionals and setting standards for performance."

During the pilot program, 35 staff participated four categories: correctional executive, correctional manager, correctional supervisor and correctional officer. 31 employees have successfully completed the certification testing and are now recognized by the American corrections Association.

ADC continues to encourage staff to participate in the ACA Certification Program through the tuition assistance program. The certification program is available at all levels, including the STG module.

This is an ongoing program and training officers at each complex will assist staff with registration through the American Corrections Association. Employees may go to the Intranet and look at the training site where there is a link with a short presentation that gives more details on the program. ADC offers tuition assistance to participants and Education Program Administrator Linda Tani is also available to provide guidance on the program at (602) 542-3535.

ASPC-Safford Warden Therese Schroeder joined ADC in 1988 as a CO and has served at all levels in the agency. An 18 year veteran of ADC, Warden Schroeder took the reins at Safford in April of this year.

Warden Schroeder recently completed the ACA Certification for corrections executives and talked to The ADC Post about the experience.

**THE ADC POST:** How did you get involved in the certification program?

**WARDEN SCHROEDER:** In 2005 ASPC-Tucson was selected for the Pilot program for ACA Certification. Staff was asked to volunteer to study and test for the different levels of ACA certification. I originally signed up to test for CCM- Certified Corrections Manager, but after the applications were reviewed by ACA, me and the other deputy wardens were scheduled to test for CCE, or Certified Correctional Executive.

The pilot was open to staff at all levels. Time was made available for study groups. DW Alex Davenport was the Tucson coordinator. He worked with John Hallahan to get this project going and to make it a success. The pilot was held in Tucson.

**THE ADC POST:** What is the purpose of the program? What is the benefit to staff?

**WARDEN SCHROEDER:** The program through ACA provides a national, voluntary method by which individuals can gain recognition as qualified corrections practitioners. For the pilot program- all costs were covered by ADC- books furnished- tests-etc.

ACA certification is good to have as it identifies our staff as professionals who are trained and knowledgeable in the corrections field.



**THE ADC POST:** How did you prepare for the test?

**WARDEN SCHROEDER:** The test was very challenging. We had plenty of time to study and prepare, but I did procrastinate and then started to panic a bit as the test date grew closer. I tried to read a bit of each book every evening but that did not happen often.

Some of the material was very familiar and I had covered it in other readings and trainings. Some of it was dry. Some if it was intense, especially the legal information. In the end, if I had it to do over (although I passed the test) I would make myself stick to a study schedule and I would take part in the study groups.

**THE ADC POST:** What was the testing procedure like?

**WARDEN SCHROEDER:** The test itself was given at the Echo unit visitation. ACA sends out a proctor and it is a very regimented process. I was a nervous wreck! Once you take the test you have to wait for the results. I do not remember how long it took to find out the results but I was sure that I had failed.

Many of the questions were easy, but there seemed to be so many that had two reasonably good choices that I was scared that I had not done well. After the test, I told John Hallahan that I had failed and that a lot of the material was not in the study manuals. I have since found out that this is true because your on-the-job experience is also a part of the total certification process.

**THE ADC POST:** Would you recommend the certification program to other ADC staff?

**WARDEN SCHROEDER:** I would recommend that as many ADC staff participate in this process as possible. It enhances your resume and portfolio. I feel that it is acknowledgment for years of hard work and learning. I was very proud to see my name on the ACA Website and received a call from a DW in Iowa who I had met at NIC training after he saw my name.

**WARDEN SCHROEDER:** The ceremony to award the certificates was held at COTA. Director Schriro, Division Director Sam Sublett and the RODS were there. I felt proud and honored to receive my certificate. It now hangs in my office and I am working to earn enough training hours to be recertified. The certification is good for 3 years and then you apply for recertification.

*For more information about ACA and the certification process, visit [www.aca.org/certification](http://www.aca.org/certification).*



# ADC celebrates Hispanic Heritage Month

## Department honors contributions of employees 'caught doing right'

*The Arizona Department of Corrections honored its Hispanic employees at the second annual Hispanic Heritage Month Celebration October 10 at the Pueblo Grande Museum, 4619 E. Washington Street, Phoenix.*

*"We want to take this opportunity to spotlight the great work of our Hispanic employees," ADC Director Dora Schriro said. "Their dedication and commitment as corrections professionals is instrumental to keeping the ADC flagship sailing on its mission to serve the public safety of Arizona."*

*Commemorating National Hispanic Heritage Month, the ceremony highlighted the exemplary contributions of the more than 2,650 Hispanic employees, who comprise nearly 29 percent of*

*ADC's workforce and serve at all levels within the department.*

*Special guest speakers at the event included Director Schriro, Office of the Governor Intergovernmental Affairs Director Anna Maria Chavez and Arizona Representative Ben Miranda and ADC Support Services Director Charles Goldsmith.*

*In 1968, President Lyndon Johnson first established National Hispanic Heritage Week. The observance was expanded in 1988 to a month-long celebration from September 15 to October 15 each year.*

*Singled out for praise, Director Schriro presented Dudley Do-Right Awards to 18 employees, who had been nominated by their peers for having been "caught doing right."*

### JOHN HERNANDEZ CO IV ASPC-FLORENCE, CB-6

At the time, the Office of Victim Services was initiating the Impact of Crime on Victims Classes (ICVC) pilot project at the Florence Complex. Mr. Hernandez was excited and supportive of the new project. On the night there was a victim speaker, John met speakers at the complex gate and escorted them to the classroom, so that they would not have to walk alone. On several occasions, he presented victim speakers with a gift. ICVC has continued at Florence and since started at other complexes. The success of ICVC is due in large part to ADC staff like John, who fully understands and support the concept. John is both victim-focused and victim friendly. He appreciates what victims have experienced and the role they play within ADC.

John is always friendly, pleasant and modest. He has worked for us for 22 years and during that time his work is never about him, but rather, the Department and the community. Regularly, John sends victim relevant information from Pinal County, so that the victim services office can be informed as to what is happening in that part of the state.



### CO IV TOMAS AYALA ASPC-YUMA, DAKOTA UNIT

Tomas Ayala was just 17 years old when he joined the United States Army where he served 10 years, rising to the rank of First Lieutenant specializing in military intelligence. In 1990, he served in Desert Storm in Iraq. While in the military he was awarded the Meritorious Service Medal for outstanding achievement and service. During this time, Tomas also earned his bachelors degree in criminal.

Tomas joined ADC in 2000 working at Yuma as a Correctional Officer II at the Cheyenne Unit. He promoted to Correctional Officer III the following year. Tomas reached his current position as CO IV in 2004 where



he has been recognized as Employee of the Month and Quarter, and Non-Uniformed Employee of the Year.

Tomas's current focus is developing an innovative inmate management model that merges elements of Direct Supervision and Unit Management, and phased incentives, to supervise inmates on a Close Custody yard.

Tomas served as an Equal Opportunity Liaison for a year, effectively handling numerous employees. Never stopping, he's sought specialized training in mediation.

As the local coordinator for the State Employee Charitable Campaign, Thomas helped to raise a record \$51,000 for the complex.

Interests outside of ADC include operating a small café and English language school in Mexico. At his church, Tomas coordinates youth athletic programs.

If not all that is enough, Tomas serves as the vice-president of the AZCOPS local chapter. He's an active four-year member of American Correctional Association. In his spare time he earned a Master's degree in Business Administration from University of Phoenix last November.

### AMELIA RODRIGUEZ ADMINISTRATIVE ASSISTANT I ASPC-FLORENCE, BUSINESS OFFICE

Amelia Rodriguez, affectionately known as Molly, began working at ADC 34 years ago. Mrs. Rodriguez is frequently referred to as the best Risk Management resource in the state and is often called upon to train others, which she does so willingly. Her knowledge and vast experience includes accounting, inmate trust accounts, inmate payroll, staff payroll, travel, risk management and indigent status.



### EDDIE GONZALEZ BAKERY PRODUCTION MANAGER ARIZONA CORRECTIONAL INDUSTRIES AT ASPC-EYMAN

ACI Production Manager Eddie Gonzalez began his career with the department in April 1996. Today, he makes magic at ASPC-Eyman Bakery where he manages one of the department's most successful enterprises with revenue in excess of \$3.2 million in FY06. In the course of day he oversees a 24-hour 5-day-a-week operation spanning three



shifts and employing more than 100 inmate workers yielding 150,000 plus hours of production every year. The Bakery also leads the way in quality assurance, a new initiative at ADC ensuring great products at great prices. The Bakery's exceptional performance was instrumental in the department recent recognition earning the Arizona Quality Alliance's (AQA) prestigious Showcase in Excellence Award.

Eddie is always seeking opportunities to expand the Bakery's business and generate more revenue in 2007. His diligence and good humor were recognized by his peers and supervisors who selected him as the 2005 ACI Employee of the Year.

### CAPTAIN GILBERT CANCIO ASPC-LEWIS, BARCHY UNIT

Captain Gilbert Cancio has served ADC with distinction for nearly 19 years starting as a CO II at ASPC-Tucson, moving and making a difference at Phoenix Arizona Center for Women and then ASPC-Perryville, Florence, Eyman and Lewis. At every location, Captain Cancio's mastery of the Spanish language has helped him to communicate effectively with the large population of Mexican National inmates and assist their families when they come to visit.

Our Captain Cancio joined ADC as an already seasoned officer who had served with the United States Marine Corps for more than 21 years, most recently as Major. During his military career, Major Cancio was stationed at the Artic Circle and the South Pole earning him membership in the "Blue Nose" and "Golden Shellback" club. While in the service, he also earned a masters degree in criminal justice.

Captain Cancio is a master at raising unit morale where he's known for celebrating security staff's expert marksmanship with specially designed plaques, and a loaf of his wife's homemade banana bread. Speaking of Sue, his wife of 40+ years, they enjoy participating in local and federally sanctioned shooting competitions.



### CO II CHRIS CORONA COTA

Officer Chris Corona has worked for the Department for the past 13 years at ASPC-Lewis and Tucson before transferring to COTA. During his career he has successfully supervised inmates from varied posts including housing management,



perimeter security and inmate transportation.

Chris continues to support prison staffing efforts assisting the ASPC-Tucson Transportation Unit whenever needed. He's also just one of three staff eligible to certify Commercial Drivers License (CDL) drivers for the Department. He often takes the extra steps to ensure transportation staff is current with certifications; he's even filled in during the recent absence of the facility coordinator. In addition to all of his other duties, he schedules facility activities and coordinates food service contract requirements for monthly billing. CO Corona's high work standards are reflected in the supervision of the inmate work program at COTA whose work performance is also superb.

### LIEUTENANT GUADALUPE FLOREZ ASPC-EYMAN, COMPLEX OPERATIONS

Lieutenant Guadalupe Florez joined in 1974 as a CO II at ASPC-Florence, promoting to lieutenant just three years later. He is currently assigned to Operations at ASPC-Eyman Special Management Unit II. During his 33-year career with the department, all of it spent at both prisons in Florence, he has been regularly recognized for his expertise in security operations and is frequently called upon to assist with peer audits. He is also a member of the Safety Committee.

Our lieutenant is actively involved in the community of Florence where he has coached the little league baseball team - "the best in the west" he says - for over 22 years including the past eight when his son joined him. Now the father and son coaching-duo also run a baseball camp for underprivileged children, providing them with instruction and equipment. Lieutenant Guadalupe hopes to retire at the same time as his son, Corrections Officer II Guadalupe Florez Jr., becoming the first father and son to retire from ADC together.



### SERGEANT STEVE GALLARDO COTA

Sergeant Steve Gallardo began his career 17 years ago as a Correctional Officer at ASPC-Winslow before transferring to ASPC-Tucson where he is a member of the Tucson Tactical Support Unit and serves as the COTA senior firearms instruction. He is instructor-certified for various





lesson plans and is one of just two staff qualified to instruct the Basic Armorer School.

Sergeant Gallardo is always willing to accept additional assignments including coordination of the Annual Tactical Field Training Exercise and Radio Custodian. In the absence of the assigned Armory Sergeant, Sergeant Gallardo willingly assumed responsibility for all the COTA weapons. Sergeant Gallardo recognizes the need to maintain his skills and regularly volunteers for duties at ASPC-Tucson. His positive influence and gentle leadership as a COTA Class Sergeant has made a real difference in lives of others where he's mentored many cadets who have successfully graduated and enjoyed successful careers in corrections.

**DR. MARIA CARMEN GONZALEZ  
QUALITY ASSURANCE MANAGER  
PROGRAMS DIVISION, BUREAU OF  
COUNSELING AND TREATMENT**

Dr. Maria Carmen Gonzalez came to ADC just a year ago in 2005 to serve as the Department's Quality Assurance Manager in the Bureau of Counseling and Treatment Services (CTS) and what a year it has been! The quality assurance manager is a newly created position at ADC, its purpose to review programming quality, implementation and documentation, and service delivery hours to comply with licensure and accreditation requirements. In this role, Carmen works with grace with the three units in CTS – Mental Health, Addiction Treatment Services and Sex Offender Treatment. Dr. Gonzalez has quickly found ways to improve the bureaus operations for example, the development of the daily encounter log enabling CTS to gather data on staff activity to get a better picture of the services ADC provides.

In addition to her work with the Bureau, Dr. Gonzalez has played an active role contributing to the successful resolution of several critical situations this past year developing psychological profiles leading to the safe release of an officer who was held hostage at ASPC-Tucson and the peaceful capture of several escapees.

**PATRICIA YANEZ  
CORRECTIONAL RECORDS TECH I  
ASPC-TUCSON/OFFENDER  
INFORMATION UNIT**

Patricia Yanez, an exceptionally versatile employee, has worked for ADC since April 1996 when she was the ACI supervisor at the Manzanita Sewing Shop. During her tenure, she helped design the oh-so-stylish orange jumpsuits that inmates wear today.

When the Sewing Shop closed, she transferred to ACI's Sign Shop as a supervisor where about a year later she was taken hostage. Her exceptional interpersonal skills and steadfast resolve helped to free herself and a co-worker. She was honored for her bravery with the department's Medal of Valor Award. We are humbled still.

In 2002, she transferred to the Offender Information Unit as a Correctional Records Tech 1. Right now she serves us through the Offender Information Unit as a Correctional Records Tech I where she processes warrants and notifies Fugitive Services and Parole Offices when warrants are issued or served. She also interfaces with Time Comp making certain every in-

mate is serving the correct amount of time. Pat coordinates Board of Clemency phase 1 and 2 hearings, arranges transportation and completes the intake process for new inmates at the Minors Unit.

Her experience as a hostage moved her to become involved in the Community Victims' Advocate Program where she leads discussion groups and serves as a liaison for victims with the program.

**ROBERT HERRERA  
OCCUPATIONAL SAFETY CONSULTANT III  
ASPC-SAFFORD, COMPLEX OPERATIONS**

Occupational Safety Consultant Robert Herrera serves as the Lead Fire Safety Officer for the complex, training inmates in structural fire fighting procedures and ensuring the prison complies with all OSHA safety standards.

A 20-year veteran of the department, he is a positive, dependable presence. Mr. Herrera works closely with the Department's Domestic Preparedness Committee. He is a certified ADC instructor, as well as an instructor for the Graham County Community Emergency Response Team. When he's not working he is actively involved in community activities and enjoys coaching a little league team.

**VINCE NICASIO  
SPECIAL INVESTIGATOR SUPERVISOR  
ASPC-YUMA, CRIMINAL  
INVESTIGATIONS UNIT**

With 24 exceptional years in law enforcement, Vince Nicasio now serves as the Special Investigator Supervisor for the Criminal Investigations Unit. Mr. Nicasio started his career with the Arizona Department of Corrections back in April 1998.

Last year, Mr. Nicacio responded to a fellow ADC employee who was involved in a traffic accident in Mexico and had sustained serious injuries. The employee, a CO, was being held pending an investigation by Mexican authorities. After helping his family make bond release arrangements, Investigator Nicasio also interceded to clear up complications with his release and return to the US when the officer's wallet and identification were lost in the aftermath. Mr. Nicasio contacted numerous government officials to make the necessary arrangements.

**LUZ RABAGO  
ADMINISTRATIVE ASSISTANT II  
ASPC-TUCSON, EDUCATION**

Luz Rabago joined ADC as a clerk typist in Tucson's Education section in 2004, quickly advancing to Administrative Assistant II, striving to achieve her career goal of becoming an Administrative Assistant III.

Luz, originally from Sonora, Mexico, has been in the US since 1986. She attends college hoping to earn an associate's degree in office administration by next year. Her hard work and determination is further exemplified by the 200 hours of "sweat equity" she has dedicated to Habitat for Humanity to repay them for a house she was provided. Because Luz was so excited about getting the house, she's already completed all of her "sweet equity," as she calls it. In the future,

Luz expects to give back to Habitat for Humanity by donating her time to this organization.

**CO II HERMINIO RODRIGUEZ  
ASPC-YUMA, CHEYENNE UNIT**

Officer Herminio Rodriguez joined ADC in 2003 as a 24-year veteran of the Marine Corps retiring as Master Sergeant, a 7-year detention officer with the Yuma County Sheriff's Office and 1-year substitute teacher.

During his military career, Officer Rodriguez received numerous awards. One he is especially proud, the Philippine Presidential Unit Citation. He was only one of ten who were awarded this prestigious medal for providing flood relief during the Vietnam War.

Our guy is a single parent who raised his three older children, coaching his sons in football and baseball and serving as an assistant Den Father to his oldest daughter's Girl Scout Troop. He also volunteers at his stepdaughter's school where he assists with the band, choir and taking the children on field trips. Now he is taking courses at the local junior college. Officer Rodriguez also serves on a Special Needs Committee to preserve the Wetlands Park in Yuma.

**YOLANDA MARTINEZ  
ACCOUNTING TECH  
COTA**

Yolanda Martinez recently embarked on her second career with ADC as an Accounting Technician for the Staff Development and Training Bureau after retiring from ASPC-Tucson as a Deputy Warden at the Santa Rita Unit. Yolanda began her first career with ADC in 1985 as a Correctional Officer rapidly promoted to positions of greater responsibility including Correctional Officer IV, Associate Deputy Warden and Deputy Warden at ASPC-Douglas and Tucson.

**CO III RUTH SANCHEZ  
ASPC-DOUGLAS, PAPAGO UNIT**

CO III Ruth Sanchez, a 20-year veteran of the Department, exhibits today the very same enthusiasm a brand new employee evidences just embarking on her career.

CO III Sanchez began working as a CO in 1985 at ASPC-Douglas Mohave Unit working a variety of shifts in a number of assignments including visitation, mail and property, movement and substitute "Store Keeper" at the Complex Warehouse and she can be counted on to pitch in as a back-up officer for all of these positions. Also known for her "sharp appearance" in uniform; she's been a model others strove to emulate and early in her career, she was featured in a departmental training film.

After several years in uniform Ruth promoted to CO III at ASPC-Lewis where she worked for 15 months as a caseload manager before transferring back to Douglas 3 years ago to work as the as the "Best WIPP coordinator at Douglas, serving at the Papago Unit.

CO III Sanchez has volunteered her time to several community proj-

ects. In 2005, she helped raise \$900 to benefit a nearby school. This year she received special recognition for raising \$650 during "Victims Rights Week." Now she and other Papago Unit staff are donating \$1,200 to Douglas' House of Hope for battered women.

Ruth's well deserved recognition includes Non-Uniform Employee of the Quarter in 2003, 2004 and 2006.

**CO II RICHARD SANTIAGO  
ASPC-TUCSON, COMPLEX SECURITY**

Officer Richard Santiago has been with the Department since 1989. Today he's the Fence Crew Supervisor assigned to complex security ensuring all fencing and razor wires are intact to prevent escapes, supervising the work crew that repairs the fences for the entire complex. Officer Santiago also is the acting supervisor for the Welding Shop when the supervisor is away. He also pitches in covering for different security posts. CO Santiago has been on the Critical Incident Response Team since 2001.

In 2000 he founded a church in Tucson where he serves as pastor and each Friday, conducts a video ministry for his congregation. Richard Santiago provides a compassionate focus to his responsibilities, treating all with the utmost respect.

**VALERIE A. STEARNS  
TRAINING OFFICER I  
ASPC-WINSLOW**

Training Officer I Valerie Stearns of ASPC-Winslow joined state service in 1986 immediately after high school starting as a clerk typist at Arizona Department of Economic Security. In 1992 Ms. Stearns transferred to ADC promoting to Correctional Records Technician I at ASPC-Winslow.

Throughout her career, Valerie has contributed as correctional records supervisor, security operations secretary, secretary for the associate deputy warden, deputy warden of operations administrative secretary, acting training officer and administrative secretary III, administrative secretary III and now as Training Officer I since August 2005. During her tenure Valerie has taken on a number of difficult tasks including for example, the coordination of internal audits for the complex in April 2005, a project encompassing regular briefings for the audit team, preparing audit paperwork/check lists, responding to team members concerns, reviewing audit results and compiling the findings for administrative review. Quite recently, Valerie changed her schedule to meet the facility's training requirements working graveyard shifts as needed to cover training and administer the NIMS testing. She's also assisted the Winslow Police Department administer its NIMS testing.

In 2001 and 2003, she was recognized for her participation in the City of Winslow's fund raisers, collecting food items and toys for underprivileged citizens. In 2002, she was instrumental in coordinating a heartwarming celebration for deployed ADC staff and their families.



# ADC helps at-risk kids

## Volunteers repair fence, paint mural & rebuild playground at facility

Staff and inmates from ASPC-Yuma volunteered to assist Child and Family Services of Yuma, Inc., repairing and rebuilding a playground for at-risk children in their community.

Six ASPC-Yuma staff and Warden Jerry Sternes worked alongside 15 inmates, who donated their time to the community betterment project coordinated by Rose Sanders of the Arizona Department of Corrections Office of Victims Services.

The volunteers were eager to join the effort to help the children, carrying on projects started two years ago by ASPC-Yuma Assistant Deputy Warden Shannon Lehr.

“We realize that inmates will go above and beyond for a project that involves children,” Ms. Sanders said. “We put out our ideas to the inmate population and received an overwhelming response.”

Child and Family Services houses 12 children at the group home and serves 70-80 others through outpatient services. Working with children to provide the personal and coping skills they need to succeed, CFS offers behavioral and cognitive programs to at-risk youth referred by Juvenile Probation Office, Child Protective Service and foster homes.

“We’re trying to teach them the benefit of being a good kid and what that can bring,” CFS Executive Director Teri Boothby said. “We try to get them stable and back into another home to be successful.”

Members of Cocopah Unit Wildland Fire Crew and their security staff comprised the core of the volunteer group. Seven others also pitched in on August 18 and 21 and September 1 to repair an existing fence and wall and to remove and replace playground equipment.

When the fire crew was called away to work a local wild fire, additional inmates came out to keep pace and the work was completed along with a mural painted by an inmate artist. The volunteers also helped assemble and move furniture at the facility.

Excess funds from inmate donations totaling \$4,884 were also presented to CFS. Ms. Boothby said the funding was sorely needed.

“In a year when we lost a lot of different funding and donations are down, the prison has been our single largest contributor,” Ms. Boothby said. “They are pretty special to us. I think it is a great program.”

Other recent projects included a sock drive, which brought in 431 pairs of socks from ADC staff along with \$3,125 in cash donations from inmates. A future project may involve remodeling the facility’s garage, including installing storage bins, racks and shelves to organize their storage area.

For more information, visit [www.cfsyuma.com](http://www.cfsyuma.com) or [www.azcorrections.gov](http://www.azcorrections.gov).



# Department dives into river cleanup program

## Staff, inmates join in federal ‘Take Pride in America’ program on Colorado River

Arizona taxpayers saved bushels of cash with the cleanup of 39 tons of trash and debris, six car bodies and nearly 250 vehicle tires.

Jack Simes, Bureau of Reclamation External Coordination Group Manager, visited ASPC-Yuma September 26 to recognize ADC staff and inmates of the Cocopah Unit Wildland Fire Crew who participated in a river cleanup effort May 6 near Yuma as part of the Take Pride in America Program.

“The Bureau of Reclamation has worked hard with the Boy Scouts of America to clean up our corridor of the Colorado River and we’re both thankful for all the dedicated volunteers, like those from the Department of Corrections,” Mr. Simes said. “They have given their time and talent to help make this year’s

project a success. ADC volunteers really did a great job in this cleanup effort.”

Each inmate who participated received a cloth patch and a certificate of appreciation, which included photos taken during the cleanup.

ADC staff received framed certificates and letter of appreciation as well as a patch.

Recognized by the U.S. Department of the Interior, the bureau’s award-winning Colorado River cleanup program brought together 350 volunteers diverse agencies, including ADC, U.S. Fish and Wildlife Service, the Fort Yuma-Quechan Indian Tribe, Allied Waste, Ari-



Staff and inmates of the ASPC-Yuma/Cocopah Unit Wildland Fire Crew were honored September 26 for their efforts to help beautify areas around the Colorado River in May as part of a federal cleanup program.

zona State Parks, Boy Scouts of America, Ocotillo District Bureau of Reclamation, Bureau of Land Management, Yuma Fire Department (EMTs), Yuma Public Works, Dick’s 24-Hour

Towing, Rural Metro Fire Department (EMTs), Take Pride in America, Yuma County Department of Public Works, Yuma Crossing National Heritage Area and Yuma River Tours.

ADC participation in Community Betterment programs like the Colorado River cleanup is an example of the department’s commitment to being a good neighbor around the Arizona.